

KING COUNTY SUPERIOR COURT

PERFORMANCE APPRAISAL MERIT INCREASE TABLE

Present Employee Salary Step	Meets Expectations	Exceeds Expectations	Outstanding
10	None	None	see "c" below
9	None	1	1
8	None	1	2
7	None	1	2
6	None	1	2
5	None	1	2
4	1	2	3
3	1	2	3
2	1	2	3
1	1	1	1

- a) Probationary employees are not eligible for a merit increase. Employee must have completed probation by September 30 to be considered for a merit increase.
- b) Step movement beyond step 5 requires an Above Average or Outstanding rating.
- c) Employees who have been at step 10 for at least 2 consecutive years and who receive an Outstanding rating are eligible for a 2.5% to 5% merit for one year only. The above step 10 merit must be re-earned each year.
- d) Merit increases are effective January 1 of each year.

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PERFORMANCE APPRAISAL 1998

Standard Performance Ratings

Outstanding	4.34	to	5.00
Exceeds Expectations	3.67	to	4.33
Meets Expectations	3.00	to	3.66
Needs Improvement	2.33	to	2.99

STEP 10 EMPLOYEES

Any employee who is at Step 10 will, after their second year at that level, receive a 2.5 - 5% increase for an "outstanding" rating, as follows:

<u>Rating</u>	<u>Percent Increase for 1 year</u>
4.34 - 4.67	2.5%
4.68 - 5.00	5%